



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, AFNORTH BATTALION
U.S. ARMY, NATO
UNIT 21601
APO AE 09703

ACAC-BC

14 July 2005

MEMORANDUM FOR All US Army NATO Personnel Assigned to Allied Joint Force
Command Brunssum

SUBJECT: Battalion Policy Memorandum # 5 - Sexual Harassment

1. REFERENCES: DA PAM 35-20, Unit Equal Opportunity Training Guide, 1 Jun 94, AR 15-6, Procedures for Investigating Officers and Boards of Officers, 30 Sep 96; DA PAM 600-15, Extremist Activities, 1 Jun 00; AR 600-20, Army Command Policy, 13 May 02; and TC 26-6, Commander's Equal Opportunity Handbook, 1 Apr 05.

2. Every Soldier is responsible for maintaining the high standard of honesty, integrity, impartiality and conduct. Sexual harassment is illegal and will not be tolerated.

3. Sexual harassment violates all standards of conduct. Interpersonal relationships with subordinates interfere with the effectiveness of this unit's mission and will not be developed.

4. I expect all Soldiers and civilians to support the prevention of sexual harassment. Your personal commitment and involvement at all levels will ensure a successful program. Every member of this command is responsible to promote a work environment free of sexual harassment. Department of the Army defines sexual harassment as:

a. Influencing, offering to influence; or threatening the career, pay, or job of another person, man or woman, in exchange for sexual favors.

b. Deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work or duty related environment.

5. Sexual harassment is unacceptable behavior. It violates the high standards of conduct expected from all personnel of every rank engaged in the mission of this Battalion.

6. Individuals who are sexually harassed should immediately make it clear that such behavior is offensive and report the harassment to the appropriate supervisory level. It is the responsibility of every officer and NCO to examine the matter and take necessary action to ensure that instances of sexual harassment are addressed and corrected immediately IAW existing regulations, policies, and the Uniform Code of Military Justice.

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7. Allegations or complaints of sexual harassment may be handled through the chain of command, supervisors, and the office of Equal Employment Opportunity for civilian employees and job applicants, the military Equal Opportunity Leader or the IG Office, as appropriate.
8. A copy of this memorandum will be permanently posted on all unit and workplace bulletin boards.
9. The point of contact for this memorandum is the Equal Opportunity Leader (EOL), SFC Ahlquist at DSN 364-3933 or commercial 0031-45-526-3933.

By Constantine

BJ CONSTANTINE, JR.
LTC, AG
Commanding